



## VIRGINIA

Virginia Department of Education  
Department of Teacher Retention and Support  
James Monroe Building  
101 North 14th Street  
Richmond, VA 23219  
(800) 292-3820  
Website: [www.doe.virginia.gov](http://www.doe.virginia.gov)

### Program Overview

Beginning in the fall of 2004, the Virginia Department of Education (VDOE) established a two-year pilot incentive program aimed at recruiting and retaining highly qualified teachers for state-designated hard-to-staff schools, particularly middle and high schools. The state initiated the program in the Caroline County and Franklin City districts, which have traditionally had difficulty recruiting and retaining high-quality teachers. The program offered incentives to new, relocating, and veteran teachers as well as awards to schools based on improved student achievement. The incentive structure was as follows:

- New teachers who met the eligibility requirements set forth by the state and agreed to teach for three years in one of the designated hard-to-staff schools in either district were eligible for a one-time hiring bonus of \$15,000.
- Relocating teachers who agreed to teach for three years in one of the designated hard-to-staff schools in either district were eligible for a \$3,000 annual retention bonus.
- Highly qualified teachers already teaching in one of the designated hard-to-staff schools in either district were also eligible for the \$3,000 annual bonus.
- All teachers were eligible for a \$500 stipend to use on their professional development.

In addition to the incentives, schools in these districts received federal base funding of \$150 per student. If school-level student achievement increased—defined as a 10 percent reduction in the failure rate on the Standards of Learning test—the base funding increased to \$200 per student. The increased funding mandated that schools use 50 percent of the overall program budget for teacher incentives.

At the end of the two-year pilot program, VDOE added another year (2006–07), with state funds financing one district program and local matching funds supporting the other district. The final year of this program is the 2007–2008 school year, the state legislature did not approve funding for the 2008–2009 school year.



## Program Information

- [Virginia Standards of Learning](#)